

MDCH LEAVE of ABSENCE ELIGIBILITY

	NERE'S	UAW	MPES	UTEA
Medical Leave	upon completion of 6 months full time employment	upon completion of 1040 hours	upon completion of initial probationary period	less the six months leave in previous five years
Family Care Leave	upon completion of 6 months full time employment	upon completion of 1040 hours	**	**
Parental Leave	upon completion of 6 months full time employment	upon completion of 1040 hours	upon completion of initial probationary period	upon completion of probationary period
FMLA sick days	medical documentation required for 5 days of sick leave	medical documentation required for 5 days of sick leave	medical documentation required for 3 days of sick leave	medical documentation required for 3 days of sick leave

	LOCAL 31-M	MSEA	AFSCME	MCO
Medical Leave	upon completion of initial probationary period	upon completion of initial probationary period	upon completion of initial probationary period	upon completion of probationary period
Family Care Leave	**	**	**	**
Parental Leave	upon completion of initial probationary period	upon completion of initial probationary period	upon completion of initial probationary period	upon completion of probationary period
FMLA sick days	medical documentation required for 5 days of sick leave	medical documentation required for 5 days of sick leave	medical documentation required for 5 days of sick leave	medical documentation required for 5 days of sick leave

**** refer to Civil Service Regulation**